

Dear Stephanie

A very happy new year from all of us at The Women's Foundation!

Many pundits have already gloomily predicted that we won't see much progress on gender equality this year. The Guardian's piece last week "[Why 2017 won't be the year women get paid the same as men](#)" is an example of these bearish views while closer to home, in [David Eldon's latest blog](#), he expresses his disappointment that women make up just 10% of the speakers at a conference he is speaking at this month - which I am guessing is the Asian Financial Forum.

At TWF, we believe this is all the more reason for organisations to keep up the momentum on efforts to address unconscious bias, engage male champions and find meaningful ways to help women last the course and achieve their full potential. At the same time, we need more concerted efforts to challenge sexist attitudes within society and to change traditional mindsets about women and what they are capable of.

At TWF, we plan to do our bit in 2017!

In keeping with the spirit of our official mantra "Research, Collaborate, Change", some of the highlights of our coming year include the February release of our pilot study sponsored by Goldman Sachs on why girls in Hong Kong are not opting for STEM subjects. We will also be publishing a new guide on strategic considerations for HK employers who are considering introducing unconscious bias training. And we are collaborating with Dr Vivien Lou from HKU on a study examining the impact of eldercare responsibilities on women's careers in Hong Kong and a best practice guide to encourage employers to do more to support female and male employees who are caring for elderly relatives while trying to hold down their jobs.

Meanwhile, our well-established community programmes - from our TEEN Programme for at risk teens to our Employability Programme for marginalised women to our Girls Go Tech Programme for girls at school in some of Hong Kong's poorest districts - will continue to encourage women and girls to challenge gender stereotypes, broaden their horizons and aspire to greater economic self-reliance. We are also excited about continuing our work to engage men and boys to champion gender equality through the TWF Male Allies and other related initiatives. Please support us in our work!

One way of showing your support is to host a table or buy a ticket at our [International Women's Day Lunch](#) on March 3. We are delighted that this year's Lunch will feature Gary Liu, the new CEO of the SCMP, as our keynote speaker. Newly arrived from New York, Gary is a digital denizen, having previously worked at Google, Spotify and Digg. Gary's address will cover how to navigate a digital world with a distinct editorial identity, how to unlock innovation through thought diversity and what it's like to straddle two cultures personally and professionally. Take advantage of our Early Bird pricing which expires on January 20!

Warm regards

Su-Mei Thompson
CEO, The Women's Foundation

UPCOMING EVENTS



TWF's Cambridge Scholarship 2017 Info Sessions

Every year, TWF sponsors one deserving Hong Kong student to pursue the year-long MPhil in Multi-Disciplinary Gender Studies at the University of Cambridge. The Scholarship is granted on the basis of academic excellence and covers university and college fees and a stipend towards living expenses. For more information on the scholarship and how to apply, click [here](#). Interested applicants are also encouraged to attend an info session - see dates/times below:

January 19, Polytechnic University, 1.00 - 2.00 p.m.

January 24, Chinese University of Hong Kong, 3.30 - 5.00 p.m.

January 25, Hong Kong Baptist University, 12.00 - 3.00 p.m. (drop in basis)

To register or for inquiries, please email Lisa.Moore@twfhk.org



with The Women's Foundation

Join The Women's Foundation on March 3 for our IWD Gala Lunch featuring an inspirational keynote address by Gary Liu, CEO of South China Morning Post Publishers Ltd. Drawing on his expertise in digital media and his experiences as a business leader, innovator and opinion influencer at Google, Spotify and Digg, Gary will share his thoughts on how to navigate a digital world with a distinct editorial identity, how to unlock innovation through thought diversity and what it's like to straddle two cultures personally and professionally. The lunch will also include an update on TWF's work, a delectable lunch and enticing auction prizes. For ticket and sponsorship enquiries, please contact Sarah Abbott Ladner at Sarah.AbbottLadner@twfhk.org.

DATE: Friday, March 3, 2017

TIME: 12.00 – 2.00 p.m.

VENUE: JW Marriott Hotel Hong Kong

[Click here to learn more](#)

TWF PROGRAMME UPDATES



TWF Outstanding Project Award from the Women's Commission!

We are honoured that our Financial Literacy and Employability Training Programme (FLET) for Marginalised Women has been selected for an Outstanding Project Award under the "[Award Scheme in Promoting Women's Economic Empowerment](#)" co-organised by the Women's Commission and the Labour and Welfare Bureau. Thank you also to the WoC and LWB for recognising our Mentoring Programme and HR Advisory Council with Certificates of Commendation. The award ceremony will be held on February 21.



Mentoring Programme Festive Drinks

On December 14, we hosted our Mentoring Programme Pairing Announcement cum Festive Drinks. Participants celebrated their mentoring pairs over mince pies, Christmas carols and a Lucky Draw! Many thanks to Linklaters for hosting and Hong Kong City Choir for performing.



GirlSpark Camp 2017

Last week marked the fourth consecutive GirlSpark Camp, a partnership between Microsoft, Ivey Business School and TWF which exposed 60 first and second year female undergraduates from HK's 8 universities to a rigorous week of tech demos, skills workshops, networking opportunities, inspiring speaker panels and a business case challenge. A huge thank you to Microsoft, Ivey, our speakers and everyone else involved!



Girls Go Tech Coding Workshop

Over the holiday, we ran a Girls Go Tech coding workshop at Carmel Alison Lam Foundation Secondary School in Kwai Tsing. 40 F.1 and F.2 girls learned hardware and coding skills which enabled them to design wearable tech items like hats, T-shirts and shoes. The workshop closed with an energetic fashion show presentation of the girls' designs. Many thanks to Capital Group for sponsoring the school's participation in GGT.



T.E.E.N. Christmas Celebrations

Our TEENs have had a busy holiday season! On December 23, the founder of Vegbo - Kia Wan shared her experiences of setting up a



social enterprise at the TEEN Christmas party which included team-building games and a progress review of their community projects. Kudos to our T.E.E.N. Alumni Committee for assembling 40 alumni from different cohorts for a reunion on December 26! The TEENs also enjoyed an arts and crafts workshop on December 28.



TWF and AIESEC YouthSpeak Forum

Last Thursday, TWF ran a workshop on gender equality at the AIESEC YouthSpeak Forum. Drawing on clips from She Objects, TWF facilitated a lively discussion with 15 university students on the correlation between the unrealistic portrayal of women in the media including social media and society's gender biases.



School Talk by Rita Ching

Last Friday, Rita Ching, TWF Deputy CEO, shared her extensive experience in community services with over 300 F.1 to F.3 students at Po Leung Kuk Ma Kam Ming Secondary School.

SHE OBJECTS UPDATE



We screened the 10-min version of She Objects at [Montage Express](#), an art space in North Point, over the holiday. Next week, we are delighted that Blackstone will host a screening of She Objects for their staff. To arrange a screening for your company, women's network, school or university, please email Sarah.AbbottLadner@twfhk.org.

TWF IN THE SPOTLIGHT



TWF's Claire Lim featured on BBC Chinese

Check out the [BBC Chinese website's feature](#) on Claire Lim, TWF's Development Director, on "How can Asia have so many tiger mothers and so few tiger women?".

CORPORATE PARTNER SPOTLIGHT



Kering's New Global Parental Leave Policy

Kudos to Kering for their new [global parental policy](#). From January 1, regardless of their personal situation, Kering employees who have worked at Kering for a minimum of 12 months will be entitled to 14 weeks maternity or adoption leave, and five working days paternity or partner leave, on a fully paid basis. This is significant for Hong Kong where paid maternity leave is capped at 10 weeks. According to François-Henri Pinault, Chairman & CEO, Kering, "Our employees are at the heart of our vision, and of our business and inspiration. To further promote equality within the Group, work-life balance, and trigger our people's imagination in a caring working environment, today we commit to families worldwide, regardless of personal situations,

IN THE COMMUNITY

Volunteer 10 hours for lunch with:



CEO of TWF



MD at
Google HK



COO (Market
Development)
at HKEX



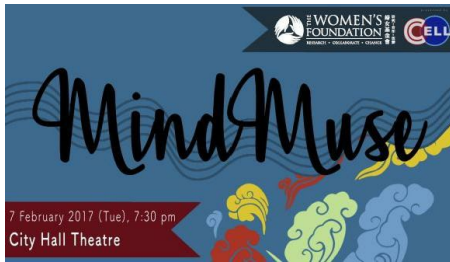
Founder of First
Code Academy

Time Auction

TWF Supports Time Auction: Inspiring Mentors

TWF is delighted to support [Time Auction](#), a platform where individuals commit to a certain number of volunteer hours to claim a reward of lunch with an inspiring mentor. Besides TWF CEO Su-Mei Thompson, other participating mentors include Jim Thompson/Crown Worldwide Group, Leonie Valentine/Google Hong Kong and Allan Zeman/Lan Kwai Fong Group. For more info, please click [here](#).

SUPPORT TWF!



Buy Your Tickets for MindMuse: A Charity Concert In Aid of Girls & STEM

Join us for a night of wonderful music in aid of girls and STEM organised by CELL (Community Engagement in Learning and Living), a student-run organisation seeking to bridge social gaps and empower the underprivileged in Hong Kong. The brainchild of Misha Fischer, a 15 year old student at GSIS, the concert will feature performances by Misha herself, along with Warren Lee, Lorenzo Iosco and Tae-Mi Song.

DATE: Tuesday, February 7, 2017

TIME: From 7.30 p.m.

VENUE: City Hall Theatre, 5 Edinburgh Place, Central

TICKETS (@HK\$200pp) are available [here](#) - Keyword Search: MindMuse.



TWF Mischa Pins

To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enamelled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at stephanie.ko@twfhk.org to find out more.

WHAT WE'RE READING

Our top picks for recommended reading and listening on the key trends and breaking stories about women and gender:

- [Bolstering Representation Of Women In Senior Corporate Roles Has Broad-Based Benefits](#) (SCMP)
- ['Glamour' Hires All Women To Create A Photoshop-free February Issue](#) (USA Today)
- [Evidence Of The Superiority Of Female Doctors](#) (The Atlantic)
- [It's Time For Men To Call Out Interruptions](#) (Fortune)
- [How Wine Can Help Women Close The Gender Pay Gap](#) (CNBC)
- [These Companies All Boosted Paid Parental Leave In 2016](#) (Forbes)
- [Women Don't Need 'Period Leave', We Need A Pay Gap Day Instead](#) (The Guardian)
- [Women Are Penalized At Work For The Possibility They Might Have Kids Someday](#) (New York Magazine)

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